

2.7 POLITICAL ACTIVITY

Employees of the county are encouraged to vote and to exercise other prerogatives of citizenship consistent with state and federal law and these policies. County employees are not required to contribute to any political fund or render any political service to any person or party. No employee will be dismissed, suspended, demoted, or otherwise subjected to adverse employment action for refusing to do so.

A county employee may not:

- use his or her official authority or influence to interfere with or affect the result of an election or nomination for office; or
- directly or indirectly coerce, attempt to coerce, command, or advise a local or state officer or employee to pay, lend, or contribute anything of value to a party, committee, organization, agency, or person for a political purpose.
- county employees, except Elected Officials, may not participate in political activities while on county duty. Employees are expected to remove county uniforms before participating in a political activity. In addition, county-owned property, vehicles, buildings, and/or offices may not be used for displaying campaign materials or for conducting any partisan political activity other than conducting party primary elections and announcements for public office.

A county employee who is subject to the provisions of the federal Hatch Act may not be a candidate for elective office in a partisan election (a partisan election is an election in which candidates are to be nominated or elected to represent a party whose candidates for presidential electors received votes in the last preceding election at which presidential electors were selected). County employees are subject to this additional Hatch Act restriction if their principal employment is in connection with an activity, which is financed in whole or in part by loans or grants made by the federal government.

An employee's political activity which is not in violation of this section will not be considered in determining his or her compensation, eligibility for promotion or demotion, work assignment, leave or travel request, or in applying any other employment practices to the employee.